

Statement of: Accused, Lieutenant Timothy J. Smith # 619 regarding the following allegations:

1. Bernadine WILLIAMS alleged that at an unknown date and time in the year 2009, while in the office of the accused, Lieutenant Timothy J. Smith # 619, the accused acted inappropriately in that he made the complainant, Bernadine WILLIAMS uncomfortable by looking at her breast while holding a conversation with the complainant.
2. Bernadine WILLIAMS alleged that in 2010 and 2011 she was sexually discriminated against by the accused, Lieutenant Timothy J. Smith # 619, in that Lieutenant Smith had the females in the Unit cross trained and not the males in the Unit.

Statement taken at: Bureau of Internal Affairs, 3510 S. Michigan Avenue, Chicago IL 60653

Questioned by: SGT C. SGT. PETTIS #1184, Unit 121

Typed by: SGT C. SGT. PETTIS #1184, Unit 121

Date and Time: 02 May 2013, 1158 Hours

Representative/  
Attorney Present:

1	SGT. PETTIS:	What are your full name, Star, title, and unit of assignment?
2	LT. SMITH:	Timothy J. Smith, 619, Lieutenant, Commanding Officer General
3		Support Division Unit 161.
4		
5	SGT. PETTIS:	What is your employee number?
6	LT. SMITH:	<span style="background-color: black; color: black;">[REDACTED]</span>
7		
8	SGT. PETTIS:	How long have you worked in your current unit of assignment?
9	LT. SMITH:	13 months.
10		
11	SGT. PETTIS:	Have you been advised in writing of specific charges/allegations
12		made against you, the name of the complainant(s), the date and
13		time of the incident, and your administrative rights?
14	LT. SMITH:	Yes.
15		
16	SGT. PETTIS:	Did you read and understand these charges/allegations and your
17		rights?
18	LT. SMITH:	Yes.

Initials TJS

1 SGT. PETTIS: Just to let you know a sworn affidavit is not needed for this  
2 investigation.  
3  
4 SGT. PETTIS: Are you accompanied by counsel or a representative of your  
5 choosing, and if so, identify him/her for the record?  
6 LT. SMITH: NO.  
7  
8 SGT. PETTIS: Rule 14 of the Chicago Police Department's Rules and Regulations  
9 prohibits making a false report, written or oral. You may be  
10 separated from the Chicago Police Department if you make a false  
11 report. Do you understand that this is an official Police  
12 Department report and that any deviations from the truth could  
13 result in further allegations or charges being placed against you?  
14 LT. SMITH: Yes.  
15  
16 SGT. PETTIS: At the conclusion of this interview, I will print out this statement  
17 for you review. The purpose of the review is to provide you the  
18 opportunity to ensure that the questions and your responses have  
19 been accurately typed. Please inform me of any typographical  
20 errors or other needed minor corrections. You cannot change an  
21 answer. When we have concluded the review please initial each  
22 page and sign on the designated signature line. Do you understand  
23 the process to review your statement?  
24 LT. SMITH: Yes.  
25  
26 SGT. PETTIS: Are you ready to give your statement at this time?  
27 LT. SMITH: Yes, however this statement is not being given voluntarily, but  
28 under duress. I am only giving this statement at this time because I  
29 know that I would lose my job if I refuse to do so.  
30  
31 SGT. PETTIS: In what capacity did you operate while working in Police Records?  
32 LT. SMITH: I was the Commanding Officer of Unit 163.  
33  
34 SGT. PETTIS: Did Bernadine Williams work under your supervision?  
35 LT. SMITH: Yes sir.  
36  
37 SGT. PETTIS: How do you know Bernadine Williams?  
38 LT. SMITH: As an employee through 163.  
39  
40 SGT. PETTIS: Have you ever had any affiliation with Bernadine Williams outside  
41 the workplace?  
42 LT. SMITH: Never, no sir.  
43  
44

1 SGT. PETTIS: Have you ever had conversations with Bernadine Williams in your  
2 office while working in Police Records?

3 LT. SMITH: I don't recall any specific, but there is a good possibility as an  
4 employee of 163 that I may have.  
5

6 SGT. PETTIS: When did you have a conversation with Bernadine Williams in  
7 your office?

8 LT. SMITH: Honestly I could not tell you any specific date, I have people come  
9 into my office<sup>7</sup> that have a specific question but normally I would  
10 have their supervisor come in with them. One on one conversation  
11 is not something I normally do.  
12

13 SGT. PETTIS: Was anyone else present during your conversation with Williams?

14 LT. SMITH: I don't remember having personal one on one conversation with  
15 her. I don't know what she is referring to; I work there for six  
16 years and can not remember every time someone came into my  
17 office.  
18

19 SGT. PETTIS: Has Bernadine Williams ever informed you that she is  
20 uncomfortable talking to you?

21 LT. SMITH: Never said anything like that to me. Actually I see her walking  
22 down the hall and she says hello, what impression could I get that  
23 she is uncomfortable talking to me?  
24

25 SGT. PETTIS: Have you ever had a conversation with Bernadine Williams and  
26 looked at her breast?

27 LT. SMITH: No absolutely not.  
28

29 SGT. PETTIS: What was the purpose of conducting Cross-training with the Data  
30 Entry Operators in 2010, and 2011?

31 LT. SMITH: Our unit 163 has about eight different sections in it and each one of  
32 them has either Data Entry Operators or Senior Data Entry  
33 Operators working in them, so because of the fact that a lot of them  
34 have already worked in other areas of the Unit I want them to  
35 remain familiar with the other sections so I decided to cross train  
36 so that no one section shuts down if someone is ill. The purpose is  
37 to keep the work flowing. The idea is it is all the same unit and it  
38 all fall under the same job description. I don't want to not fully  
39 utilize my personnel as the Commanding Officer of that unit.  
40

41 SGT. PETTIS: What personnel were affected by this cross-training?

42 LT. SMITH: Everybody in the unit was cross-trained. I don't remember when  
43 but we ran people in cycles, there are only a few men in the unit,  
44 just because they didn't train when she did, all the employees

1 eventually did cross-training. I even rotated the Sergeants when I  
2 had to supervise the location at 47<sup>th</sup> and Kedzie.  
3  
4 SGT. PETTIS: Who decided that this cross-training would get done?  
5 LT. SMITH: I did.  
6  
7 SGT. PETTIS: Relative to the cross-training in 2010, and 2011, did you ever  
8 receive a complaint from Bernadine Williams regarding the cross –  
9 training?  
10 LT. SMITH: No, not that I remember.  
11  
12 SGT. PETTIS: Who determines who what civilians work in Guns and Alpha?  
13 LT. SMITH: That is either up to me or the Director. All the sections are my  
14 decisions.  
15  
16 SGT. PETTIS: How did you reach that decision?  
17 LT. SMITH: Probably based on need, people who we have the confidence to get  
18 the job done. We put people where we think they will work out.  
19 The people who work in Guns work with LEADS a lot, so the  
20 people who are more familiar with LEADS usually are chosen to  
21 work in the GUN section.  
22  
23 SGT. PETTIS: Did you ever receive a request from Bernadine Williams to work  
24 in Guns or Alpha?  
25 LT. SMITH: Not that I recall.  
26  
27 SGT. PETTIS: Did Bernadine Williams ever ask you to sign forms related to  
28 FMLA?  
29 LT. SMITH: She may have, I have a lot of people on FMLA.  
30  
31 SGT. PETTIS: What was your response?  
32 LT. SMITH: If she gave it to me then I probably signed it, I don't have the  
33 authority to deny anyone FMLA. There was also a time when  
34 Human Resources stated to inform people that they did not have to  
35 put any medical stuff on the FMLA forms, so I can't approve  
36 something when I don't know what they are asking for. I started  
37 informing the employee to take the form to Human Resources  
38 since I did not want to sign a blank PAR form.  
39  
40 SGT. PETTIS: What type of evaluation scores did Bernadine Williams receive  
41 while working under your supervision?  
42 LT. SMITH: I have no idea, I honestly do not remember.  
43  
44 SGT. PETTIS: Have you ever directly affected the evaluation score received by  
45 Bernadine Williams?

1 LT. SMITH: Not that I recall.

2  
3 SGT. PETTIS: Did you ever instruct Supervisor Perryman to lower the evaluation  
4 Score of Bernadine Williams?

5 LT. SMITH: I do not remember that. If I did there was a reason for it, but I  
6 don't remember doing that.

7  
8 SGT. PETTIS: Who has access to the data of employee's evaluation scores for  
9 Police Records Division?

10 LT. SMITH: There done on line, I guess probably the supervisors. I don't know  
11 if you can see the evaluations on line anymore.

12  
13 SGT. PETTIS: Did Bernadine Williams ever complain to you about an unknown  
14 Sergeant working in your unit watching pornographic images on  
15 his computer terminal?

16 LT. SMITH: Never.

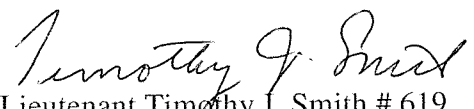
17  
18 SGT. PETTIS: Do you have any other information you would like to add to this  
19 investigation at this time?


20 LT. SMITH: No.

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22 SGT. PETTIS: You are being informed that this is an ongoing investigation and  
23 that you are not to discuss your statement or reveal your statement  
24 with anyone other than your attorney or union representative, do  
25 you understand?

26 LT. SMITH: Yes.

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28 **The time now is 1225 hours.**

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Lieutenant Timothy J. Smith # 619  
Commanding Officer General Support

  
SGT Christopher SGT. PETTIS #1184  
Special Investigations Section  
Bureau of Internal Affairs